

## **Minutes of the Personnel Committee**

**Tuesday, April 4, 2006**

Chair Paulson called the meeting to order at 1:01 p.m.

**Present:** Supervisors Duane Paulson (Chair), Genia Bruce, Bonnie Morris, Jeff Morris, and Bob Thelen. Rob Hutton arrived at 1:04 p.m. **Absent:** Tom Bullermann

**Also Present:** Legislative Policy Advisor Dave Krahn, Chief of Staff Lee Esler, Captain Karen Ruff, Medical Examiner Lynda Biedrzycki, Financial Analyst Lyndsay Johnson, Employment Services Manager Sue Zastrow, County Board Supervisor Kathleen Cummings, and Administration Director Norm Cummings. Recorded by Mary Pedersen, County Board Office.

### **Approve Minutes of 3-21-06**

MOTION: Thelen moved, second by Bruce to approve the minutes of March 21<sup>st</sup>. Motion carried 5-0.

### **Chair's Executive Committee Report of 3-27 & 4-3-06**

Paulson advised of the following issues discussed at the last two Executive Committee meetings.

- Approved the appointment of Michael Becker as an alternate member of the Ethics Board.
- Approved by a 6-1 vote, after a lengthy debate, ordinance 160-O-134 entitled "Modify Use of Planning Funds for Justice Facility Phase II Project."

Hutton arrived at 1:04 p.m.

### **Review Correspondence**

Copies of a letter to Paulson from Sheriff Trawicki were distributed. The Sheriff expressed his opposition to ordinance 160-O-143 (see Page 2).

### **Motion to Allow Secretary Bonnie Morris to Approve the Final Set(s) of Committee Minutes on Behalf of the Finance Committee**

MOTION: Hutton moved, second by J. Morris to allow B. Morris to approve the April 4<sup>th</sup> open session and February 7<sup>th</sup> closed session Personnel Committee Minutes. Motion carried 6-0.

### **Ordinance 160-O-141: Signing Bonus For Pathologist Position In Medical Examiner's Office And Modify The 2006 Budget To Appropriate Additional Funding From The Contingency Fund**

Biedrzycki distributed caseload figures from 1991 through 2005, as well as other supporting information. Zastrow said the recruitment process for a board certified forensic pathologist has been very difficult. There is one qualified candidate who has expressed interest in the position but he is also considering positions in Des Moines and Lubbock. Zastrow said the Iowa employer is offering him \$20,000 in relocation money and Biedrzycki added that they are offering him \$10,000 more than what was listed in the ad. Biedrzycki said Lubbock is offering him a salary of \$256,000.

Zastrow said Waukesha County has a relocation policy, set at \$3,500 maximum. In addition to the \$3,500 in relocation money, staff are recommending offering this person a signing bonus, up to a maximum of \$15,000, to attract him to Waukesha County.

Zastrow advised the market is tough and there are less than 400 pathologists nationwide that meet the requirements of the position. Furthermore, only one person applied for the job. She noted this position was created because there was too much work for one medical examiner. Biedrzycki commented on the workload and in order to maintain the current level of service she will need the help of another pathologist. Biedrzycki discussed the reasons for hiring board certified. Among them, those not board certified could lose credibility in court because they aren't as knowledgeable.

Esler said this ordinance authorizes a one-time withdrawal of \$50,000 from the contingency fund to pay for hiring this person at the top salary range and for the signing bonus. N. Cummings advised of an error in the fiscal note – a positive. Revenues from the contracts with Racine and Washington counties will cover not only the cost of this ordinance, including indirect costs, but will also “give us a cushion.” B. Morris asked if he would provide revised copies of the fiscal note to the County Board whereby N. Cummings said yes.

Paulson suggested the ordinance be amended stating that this proposal applies to this vacancy only. J. Morris agreed whereby he proposed the following.

MOTION: J. Morris moved, second by B. Morris to add the following sentence at the end of the ordinance: “This appropriation applies to the current vacancy only.” Motion carried 6-0.

K. Cummings said she opposed this ordinance in Judiciary Committee because this candidate will be at the top of the pay range and will eventually earn a higher salary than Biedrzycki, the department head. She did not think a subordinate should be paid more than their boss. Biedrzycki did not believe this person, who would be in a different pay system, would surpass her in pay. But if the person did earn more, she would not have a problem with it because she desperately needs the help. She said years ago, the pay was so low that nobody went into the field. Now, there aren't enough people to fill the positions so the salaries have really gone up.

MOTION: B. Morris moved, second by Thelen to approve ordinance 160-O-141 as amended. Motion carried 6-0.

B. Morris left the meeting due to a conflict of interest with the following ordinance.

**Ordinance 160-O-143: Eliminate Non-Represented Compensation System Plan Non-Base Accumulating Performance Awards**

N. Cummings, Zastrow, and K. Cummings were present to discuss this ordinance. N. Cummings explained the original goals of the compensation system for non-represented employees which include awarding employees for exceptional performance, retaining quality employees, and cost savings. In 1999, Internal Audit confirmed the program was meeting its goals and that it was being implemented fairly. He explained the program in detail including movement through the pay ranges and employee evaluations. N. Cummings said this is a performance-based system and those employees who do the best they can will be recognized. He felt there needs to be something besides a cost of living. N. Cummings distributed copies of the fiscal note from the

ordinance to adopt the system back in 1997 (Ordinance 151-O-044). He said when compared to the old system, this new system is cost effective plus it meets these other objectives. Zastrow noted that maximum awards are rarely given out. N. Cummings said in nine years, he believes three awards (non-base accumulating) at their maximum amount were given out.

K. Cummings said she proposed this ordinance because of the current market. Employees are being asked to pay more for health insurance, jobs are being moved elsewhere, bonuses are being eliminated, and often employees are receiving less in pay raises or are getting none at all. She is proposing that only the non-base accumulating award be discontinued. She referred to this as taxpayer's money. The remaining compensation system, including step increases and pay raises, would stay intact.

Esler advised that the average merit award in 2005 was \$969 per person. In 1998, the actual dollar amount was \$1,220. The performance award in 1998 averaged \$1,024 and in 2005, the average was \$1,022. In real dollar terms, the amounts of the base awards and the merit awards had actually slightly decreased.

Bruce said she could not support the ordinance and felt taking away merit increases could affect our workforce. She noted that pay in the private sector is generally higher than in the public sector. Other committee members also spoke in favor of the current compensation system.

MOTION: Bruce moved, second by J. Morris to approve ordinance 160-O-143. Motion defeated 0-5.

B. Morris returned.

**Ordinance 160-O-142: Establish Salaries For Elected Officials**

This ordinance was discussed in length at the two previous Personnel Committee meetings. Thelen, referring to a cap in Madison, suggested that salaries be reduced equal to any insurance premium increases. For example, the savings from the County Clerk and the Treasurer in just two years would be about \$20,000. Thelen said he will think about this during the next week and whether he wants to pursue it and if it should be pursued with other county employees as well. He said he brought up the idea to County Executive Vrakas who seemed receptive and perhaps this should come from his office. This would not take effect this election cycle. J. Morris said he approves the ordinance as is but thought Thelen's proposal warranted further consideration.

MOTION: J. Morris moved, second by Bruce to approve ordinance 160-O-142. Motion carried 5-1. Thelen voted no.

MOTION: Bruce moved, second by Hutton to adjourn at 3:07 p.m. Motion carried 6-0.

Respectfully submitted,

Approved on:\_\_\_\_\_

Bonnie J. Morris  
Secretary